Government of Alberta

Alberta

Freedom To Create. Spirit To Achieve.

December 2009

SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENTS
For the Period Ending December 31, 2009

TABLE I - ALL INDUSTRIES IN ALBERTA
TABLE II - BY PRIVATE AND PUBLIC SECTORS
TABLE III - BY MAJOR INDUSTRY SECTORS

SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENT

January 2010

For the Period Ending: December 2009

TABLE I ***ALL INDUSTRIES IN ALBERTA***

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Q 1	65	7,523	37.6	2.4	7.9
Q 2	55	13,911	25.7	2.2	4.7
Q 3	28	5,752	41.0	0.4	1.0
Q 4	9	671	28.6	1.6	3.7
2009	**157**	**27,857**	**32.2**	**1.9**	**4.8**
Q 1	86	50,100	49.6	2.8	11.4
Q 2	54	20,601	35.1	4.4	13.2
Q 3	61	35,162	40.4	4.2	14.7
Q 4	77	35,476	38.1	4.6	15.3
2008	**278**	**141,339**	**42.3**	**3.8**	**13.4**
Q 1	71	11,241	27.1	3.9	8.9
Q 2	77	14,616	33.4	4.7	14.4
Q 3	71	62,178	36.5	5.2	17.0
Q 4	65	29,849	46.4	4.4	17.5
2007	**284**	**117,884**	**37.7**	**4.8**	**16.0**
Q 1	68	19,275	36.7	3.3	9.7
Q 2	58	13,358	34.5	3.4	10.0
Q 3	52	8,659	33.4	3.4	9.8
Q 4	66	15,087	25.3	3.8	8.4
2006	**244**	**56,379**	**32.6**	**3.5**	**9.5**

Source: Alberta Employment and Immigration
Integrated Bargaining Information System (IBIS)

Report Date 11-Jan-10

SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENT

January 2010

For the Period Ending: December 2009

TABLE II ***BY PRIVATE AND PUBLIC SECTORS***

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Private Sector					
Q 1	17	2,484	41.0	1.7	6.2
Q 2	30	4,785	27.5	1.1	2.6
Q 3	18	4,402	44.5	0.4	1.2
Q 4	6	439	30.4	1.2	2.8
2009	**71**	**12,110**	**36.6**	**1.0**	**2.8**
Q 1	22	22,527	42.3	3.8	14.6
Q 2	30	9,514	33.9	5.0	14.8
Q 3	30	5,627	32.9	4.4	13.3
Q 4	29	7,103	50.3	5.3	23.6
2008	**111**	**44,771**	**40.6**	**4.3**	**15.9**
Q 1	36	4,583	33.3	4.2	11.1
Q 2	46	7,951	36.9	5.5	18.7
Q 3	40	12,779	40.7	6.6	24.5
Q 4	34	16,926	45.9	5.8	24.3
2007	**156**	**42,239**	**41.3**	**5.8**	**21.9**
Q 1	31	3,634	34.7	3.9	10.2
Q 2	31	4,944	38.0	3.5	11.1
Q 3	30	3,618	32.6	3.4	9.6
Q 4	28	1,912	35.2	4.4	12.8
2006	**120**	**14,108**	**35.4**	**3.7**	**10.7**

Source: Alberta Employment and Immigration
Integrated Bargaining Information System (IBIS)

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Public Sector					
Q 1	48	5,039	36.0	2.8	8.7
Q 2	25	9,126	24.8	2.7	5.8
Q 3	10	1,350	29.4	0.2	0.6
Q 4	3	232	25.3	2.4	5.4
2009	**86**	**15,747**	**28.8**	**2.5**	**6.3**
Q 1	64	27,573	55.5	2.0	8.8
Q 2	24	11,087	36.1	4.0	11.8
Q 3	31	29,535	41.8	4.2	14.9
Q 4	48	28,373	35.0	4.4	13.2
2008	**167**	**96,568**	**43.1**	**3.6**	**12.3**
Q 1	35	6,658	22.8	3.7	7.4
Q 2	31	6,665	29.2	3.8	9.3
Q 3	31	49,399	35.4	4.9	15.0
Q 4	31	12,923	47.0	2.5	8.6
2007	**128**	**75,645**	**35.7**	**4.3**	**12.8**
Q 1	37	15,641	37.1	3.1	9.6
Q 2	27	8,414	32.5	3.3	9.4
Q 3	22	5,041	34.0	3.4	10.0
Q 4	38	13,175	23.8	3.8	7.8
2006	**124**	**42,271**	**31.7**	**3.4**	**9.0**

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SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENTS

January 2010

For the Period Ending: December 2009

TABLE III *BY MAJOR INDUSTRY SECTORS*

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
Q 1	1	64	18.0	5.0	7.6
Q 2	0	0	0.0	0.0	0.0
Q 3	1	389	27.0	1.0	2.3
Q 4	0	0	0.0	0.0	0.0
2009	**2**	**453**	**25.7**	**1.6**	**3.1**
Q 1	1	160	60.0	5.0	27.7
Q 2	2	200	18.9	2.9	5.9
Q 3	3	272	36.0	4.9	15.6
Q 4	0	0	0.0	0.0	0.0
2008	**6**	**632**	**36.7**	**4.3**	**15.6**
Q 1	3	680	51.4	1.9	8.4
Q 2	1	33	24.0	3.0	6.1
Q 3	0	0	0.0	0.0	0.0
Q 4	2	246	55.0	4.7	24.3
2007	**6**	**959**	**51.4**	**2.7**	**12.4**
Q 1	4	590	41.2	2.3	8.2
Q 2	2	460	36.0	2.9	8.9
Q 3	0	0	0.0	0.0	0.0
Q 4	1	147	48.0	2.4	10.0
2006	**7**	**1,197**	**40.0**	**2.6**	**8.7**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Administrative And Support, Waste Management And Remediation Services					
Q 1	1	214	36.0	2.6	8.1
Q 2	1	24	22.0	1.1	2.0
Q 3	1	91	36.0	1.0	3.0
Q 4	0	0	0.0	0.0	0.0
2009	**3**	**329**	**35.0**	**2.1**	**6.2**
Q 1	0	0	0.0	0.0	0.0
Q 2	1	65	24.0	2.3	4.8
Q 3	1	80	36.0	5.2	16.4
Q 4	0	0	0.0	0.0	0.0
2008	**2**	**145**	**30.6**	**3.9**	**11.2**
Q 1	1	64	36.0	6.7	21.4
Q 2	3	316	37.9	5.0	17.0
Q 3	0	0	0.0	0.0	0.0
Q 4	2	35	64.3	5.7	34.1
2007	**6**	**415**	**39.8**	**5.3**	**19.1**
Q 1	1	210	9.0	9.4	7.0
Q 2	1	90	36.0	8.1	26.5
Q 3	2	309	36.0	3.2	9.8
Q 4	1	19	36.0	3.8	11.9
2006	**5**	**628**	**27.0**	**6.0**	**11.3**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Agriculture, Forestry, Fishing And Hunting					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2007	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2006	**0**	**0**	**0.0**	**0.0**	**0.0**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Arts, Entertainment And Recreation					
Q 1	1	1	12.0	0.0	0.0
Q 2	5	300	33.3	0.7	1.6
Q 3	1	39	48.0	3.0	12.5
Q 4	1	200	24.0	2.0	4.0
2009	**8**	**540**	**30.9**	**1.3**	**3.2**
Q 1	1	80	24.0	2.5	5.0
Q 2	1	1	12.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	1	1	12.0	0.0	0.0
2008	**3**	**82**	**23.7**	**2.4**	**4.9**
Q 1	2	177	17.5	7.9	9.3
Q 2	5	368	32.8	4.8	13.4
Q 3	1	30	24.0	2.5	5.0
Q 4	1	205	48.0	6.8	30.1
2007	**9**	**780**	**33.0**	**5.9**	**16.5**
Q 1	0	0	0.0	0.0	0.0
Q 2	3	117	12.4	3.0	3.1
Q 3	1	65	12.0	0.0	0.0
Q 4	3	366	25.6	5.1	11.3
2006	**7**	**548**	**21.2**	**4.0**	**8.2**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Construction					
Q 1	2	760	32.0	0.0	0.0
Q 2	13	3,262	24.7	1.0	2.1
Q 3	3	26	35.5	0.0	0.0
Q 4	2	190	35.7	0.2	0.6
2009	**20**	**4,238**	**26.6**	**0.8**	**1.6**
Q 1	5	6,930	47.4	5.6	24.4
Q 2	6	744	24.0	6.4	13.3
Q 3	4	1,052	41.3	6.0	22.2
Q 4	3	655	29.8	4.0	9.9
2008	**18**	**9,381**	**43.6**	**5.6**	**22.3**
Q 1	6	1,125	34.2	2.7	8.1
Q 2	15	5,199	39.0	6.0	21.3
Q 3	11	8,213	44.5	7.0	28.5
Q 4	14	15,174	46.9	5.9	25.1
2007	**46**	**29,711**	**44.4**	**6.1**	**24.7**
Q 1	4	357	29.1	5.9	13.9
Q 2	4	182	23.8	6.4	13.1
Q 3	2	140	29.0	7.3	17.9
Q 4	5	309	28.5	5.6	13.6
2006	**15**	**988**	**27.9**	**6.1**	**14.2**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Educational Services					
Q 1	7	736	35.3	1.1	3.1
Q 2	2	89	20.6	1.1	1.1
Q 3	4	1,206	29.3	0.0	0.0
Q 4	1	35	12.0	0.0	0.0
2009	**14**	**2,066**	**30.8**	**0.4**	**1.2**
Q 1	51	25,767	57.3	1.8	8.7
Q 2	11	8,881	36.9	3.4	10.1
Q 3	6	1,303	48.7	3.7	13.3
Q 4	14	2,922	36.6	1.4	4.3
2008	**82**	**38,873**	**50.8**	**2.2**	**8.8**
Q 1	13	4,881	18.2	3.5	5.5
Q 2	10	2,593	22.2	3.2	6.1
Q 3	2	266	24.0	3.3	6.7
Q 4	10	9,176	56.6	1.7	7.5
2007	**35**	**16,916**	**39.8**	**2.4**	**6.7**
Q 1	10	4,651	24.6	4.3	9.1
Q 2	9	5,196	32.3	3.2	8.9
Q 3	4	777	35.3	3.3	10.3
Q 4	14	7,433	14.2	3.7	4.6
2006	**37**	**18,057**	**23.0**	**3.7**	**7.3**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Finance And Insurance					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	2	9	36.0	5.7	18.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**2**	**9**	**36.0**	**5.7**	**18.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	1	1,890	24.0	7.3	15.1
Q 4	0	0	0.0	0.0	0.0
2007	**1**	**1,890**	**24.0**	**7.3**	**15.1**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2006	**0**	**0**	**0.0**	**0.0**	**0.0**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Health Care And Social Assistance					
Q 1	21	2,761	35.7	3.2	9.9
Q 2	14	855	32.0	3.4	9.9
Q 3	3	78	31.5	3.2	8.6
Q 4	1	12	12.0	0.0	0.0
2009	**39**	**3,706**	**34.7**	**3.3**	**9.8**
Q 1	3	217	29.3	4.4	11.2
Q 2	7	8,178	35.7	5.1	16.2
Q 3	21	28,047	41.5	4.2	15.0
Q 4	22	22,481	35.3	5.0	15.2
2008	**53**	**58,923**	**38.3**	**4.6**	**15.2**
Q 1	11	1,144	36.9	3.3	10.4
Q 2	12	910	33.8	2.9	8.7
Q 3	12	25,445	36.0	4.9	15.4
Q 4	17	2,707	18.4	4.2	8.2
2007	**52**	**30,206**	**34.4**	**4.7**	**14.4**
Q 1	14	10,000	43.6	2.7	10.1
Q 2	9	2,635	36.6	3.0	9.6
Q 3	6	595	29.7	2.4	5.0
Q 4	14	1,104	38.6	3.4	11.3
2006	**43**	**14,334**	**41.4**	**2.8**	**9.9**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Information And Cultural Industries					
Q 1	2	77	36.0	3.8	11.9
Q 2	2	1,250	24.0	3.4	7.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**4**	**1,327**	**24.7**	**3.5**	**7.3**
Q 1	0	0	0.0	0.0	0.0
Q 2	1	55	24.0	7.3	15.1
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**1**	**55**	**24.0**	**7.3**	**15.1**
Q 1	1	1	12.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	3	184	36.0	3.6	11.2
Q 4	3	86	27.5	4.8	11.5
2007	**7**	**271**	**33.2**	**4.0**	**11.2**
Q 1	1	37	24.0	3.5	7.1
Q 2	1	9	24.0	4.5	9.3
Q 3	3	127	30.1	4.7	11.5
Q 4	2	1,103	36.0	3.7	11.4
2006	**7**	**1,276**	**35.0**	**3.8**	**11.3**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Management of Companies And Enterprises					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2007	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2006	**0**	**0**	**0.0**	**0.0**	**0.0**

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				Weighted Average Annual	Total Over Duration
Manufacturing					
Q 1	2	121	34.4	1.3	3.9
Q 2	6	958	34.5	1.5	4.6
Q 3	6	568	30.5	1.2	3.4
Q 4	2	37	43.8	2.4	8.8
2009	**16**	**1,684**	**33.3**	**1.4**	**4.2**
Q 1	5	1,184	37.8	6.1	19.3
Q 2	5	526	32.1	3.2	9.0
Q 3	12	1,468	35.3	5.2	15.4
Q 4	6	188	27.6	5.2	11.4
2008	**28**	**3,366**	**35.3**	**5.2**	**15.5**
Q 1	11	813	32.6	5.4	15.1
Q 2	13	1,429	32.3	3.8	10.7
Q 3	16	1,516	34.7	5.1	15.1
Q 4	10	425	41.0	5.7	19.2
2007	**50**	**4,183**	**34.1**	**4.8**	**14.0**
Q 1	13	1,470	39.3	2.9	9.4
Q 2	9	443	37.3	3.5	11.3
Q 3	16	2,067	34.0	3.1	9.3
Q 4	12	929	39.4	4.1	13.7
2006	**50**	**4,909**	**36.9**	**3.2**	**10.3**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Mining And Oil And Gas Extraction					
Q 1	1	358	60.0	2.8	14.7
Q 2	1	200	32.0	1.1	3.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**2**	**558**	**50.0**	**2.2**	**10.5**
Q 1	1	2,700	59.0	3.1	16.1
Q 2	1	50	32.0	3.1	8.5
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**2**	**2,750**	**58.5**	**3.1**	**16.0**
Q 1	1	27	48.0	7.2	31.9
Q 2	1	17	53.0	7.0	34.6
Q 3	1	2,433	32.0	7.2	20.2
Q 4	0	0	0.0	0.0	0.0
2007	**3**	**2,477**	**32.3**	**7.1**	**20.4**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	1	150	36.0	3.7	11.4
Q 4	0	0	0.0	0.0	0.0
2006	**1**	**150**	**36.0**	**3.7**	**11.4**

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Integrated Bargaining Information System (IBIS)

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Other Services (except Public Administration)					
Q 1	1	25	24.0	0.0	0.0
Q 2	4	77	22.4	2.9	5.5
Q 3	1	70	24.0	1.7	3.5
Q 4	0	0	0.0	0.0	0.0
2009	**6**	**172**	**23.3**	**2.0**	**3.9**
Q 1	1	24	24.0	7.0	14.5
Q 2	5	81	29.3	8.1	19.3
Q 3	2	141	24.0	0.0	0.1
Q 4	1	45	24.0	11.8	25.0
2008	**9**	**291**	**25.5**	**4.7**	**10.5**
Q 1	2	7	25.7	3.6	7.6
Q 2	2	183	28.1	6.7	14.8
Q 3	1	2	24.0	4.5	9.2
Q 4	1	44	36.0	3.0	9.2
2007	**6**	**236**	**29.5**	**5.9**	**13.5**
Q 1	2	102	25.2	6.6	13.9
Q 2	3	97	29.9	5.1	14.3
Q 3	5	223	25.6	3.3	7.4
Q 4	4	142	32.2	3.5	9.8
2006	**14**	**564**	**27.9**	**4.3**	**10.4**

Source: Alberta Employment and Immigration
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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Professional, Scientific And Technical Services					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	1	75	36.0	1.3	4.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**1**	**75**	**36.0**	**1.3**	**4.0**
Q 1	1	4	33.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2007	**1**	**4**	**33.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2006	**0**	**0**	**0.0**	**0.0**	**0.0**

Source: Alberta Employment and Immigration
Integrated Bargaining Information System (IBIS)

Report Date: 11-Jan-10

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Public Administration					
Q 1	18	1,748	36.7	2.8	9.3
Q 2	6	6,866	24.1	2.5	5.2
Q 3	1	41	24.0	1.2	2.5
Q 4	2	197	27.7	2.8	6.4
2009	**27**	**8,852**	**26.7**	**2.6**	**6.0**
Q 1	7	747	36.0	5.5	17.2
Q 2	4	839	33.1	7.1	20.8
Q 3	3	105	25.9	5.1	11.7
Q 4	12	2,206	33.5	2.8	8.2
2008	**26**	**3,897**	**33.7**	**4.3**	**12.7**
Q 1	10	355	32.1	6.7	19.8
Q 2	5	400	27.0	7.9	17.8
Q 3	12	21,600	35.9	4.6	14.6
Q 4	2	840	28.0	5.1	11.8
2007	**29**	**23,195**	**35.4**	**4.7**	**14.6**
Q 1	11	515	36.0	3.7	11.8
Q 2	7	2,995	30.5	3.7	9.8
Q 3	7	3,425	34.6	3.6	10.7
Q 4	6	3,413	35.9	4.0	12.5
2006	**31**	**10,348**	**33.9**	**3.8**	**11.1**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Real Estate And Rental And Leasing					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	2	40	29.7	7.6	20.3
Q 4	0	0	0.0	0.0	0.0
2008	**2**	**40**	**29.7**	**7.6**	**20.3**
Q 1	1	73	24.0	10.1	21.3
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2007	**1**	**73**	**24.0**	**10.1**	**21.3**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	1	17	24.0	4.2	8.6
2006	**1**	**17**	**24.0**	**4.2**	**8.6**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Retail Trade					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	2	3,030	51.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**2**	**3,030**	**51.0**	**0.0**	**0.0**
Q 1	4	10,513	36.0	2.4	7.3
Q 2	1	62	38.0	3.8	12.5
Q 3	0	0	0.0	0.0	0.0
Q 4	6	4,846	58.3	4.7	24.9
2008	**11**	**15,421**	**43.0**	**3.1**	**12.8**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	2	104	36.0	3.7	11.4
Q 4	0	0	0.0	0.0	0.0
2007	**2**	**104**	**36.0**	**3.7**	**11.4**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	1	35	48.0	3.5	14.6
Q 4	0	0	0.0	0.0	0.0
2006	**1**	**35**	**48.0**	**3.5**	**14.6**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Transportation And Warehousing					
Q 1	6	581	52.0	1.8	7.7
Q 2	1	30	39.0	3.4	11.4
Q 3	5	214	32.0	2.2	5.9
Q 4	0	0	0.0	0.0	0.0
2009	**12**	**825**	**46.3**	**1.9**	**7.4**
Q 1	2	36	34.4	3.1	9.4
Q 2	2	248	36.0	8.1	26.1
Q 3	4	344	39.0	6.7	22.3
Q 4	8	509	35.3	6.0	19.3
2008	**16**	**1,137**	**36.5**	**6.6**	**21.4**
Q 1	4	295	32.4	4.4	12.5
Q 2	7	2,721	36.0	3.7	11.5
Q 3	5	201	37.2	5.9	13.9
Q 4	0	0	0.0	0.0	0.0
2007	**16**	**3,217**	**35.7**	**3.9**	**11.8**
Q 1	4	118	35.5	3.1	9.5
Q 2	8	1,079	53.5	3.2	15.2
Q 3	1	80	36.0	3.8	11.7
Q 4	1	11	36.0	4.9	15.5
2006	**14**	**1,288**	**50.6**	**3.3**	**14.5**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Utilities					
Q 1	2	77	26.0	2.2	4.9
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**2**	**77**	**26.0**	**2.2**	**4.9**
Q 1	5	1,742	29.3	3.4	8.6
Q 2	1	6	35.0	3.6	10.7
Q 3	2	1,760	24.0	2.5	5.0
Q 4	2	1,188	24.6	3.7	7.7
2008	**10**	**4,696**	**26.1**	**3.1**	**7.0**
Q 1	4	1,595	27.3	4.8	11.6
Q 2	2	395	25.4	9.2	19.8
Q 3	4	294	37.1	5.0	16.4
Q 4	2	891	36.0	6.3	20.2
2007	**12**	**3,175**	**30.4**	**5.8**	**15.5**
Q 1	3	1,100	24.1	2.7	5.6
Q 2	1	40	36.0	3.7	11.4
Q 3	2	546	25.8	4.3	9.3
Q 4	1	57	24.0	3.5	7.1
2006	**7**	**1,743**	**24.9**	**3.2**	**6.9**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Wholesale Trade					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	3	581	27.2	3.7	8.7
Q 3	1	550	36.0	4.1	12.9
Q 4	2	435	47.6	10.3	48.2
2008	**6**	**1,566**	**36.0**	**5.7**	**21.2**
Q 1	0	0	0.0	0.0	0.0
Q 2	1	52	24.0	6.3	12.9
Q 3	0	0	0.0	0.0	0.0
Q 4	1	20	24.0	4.3	8.7
2007	**2**	**72**	**24.0**	**5.7**	**11.7**
Q 1	1	125	72.0	4.1	27.3
Q 2	1	15	36.0	4.0	12.5
Q 3	1	120	49.0	2.4	10.0
Q 4	1	37	48.0	3.9	16.3
2006	**4**	**297**	**57.9**	**3.4**	**18.2**

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TECHNICAL NOTES

The sectors used for reporting purposes are: **Accommodation and Food Services; Administrative and Support, Waste Management and Remediation Services; Agriculture, Forestry, Fishing and Hunting; Arts, Entertainment and Recreation; Construction; Educational Services; Finance and Insurance; Health Care and Social Assistance; Information and Cultural Industries; Management of Companies and Enterprises; Manufacturing; Mining and Oil & Gas Extraction; Other Services (Except Public Administration); Professional, Scientific, & Technical Services; Public Administration; Real Estate and Rental and Leasing; Retail Trade; Transportation and Warehousing; Utilities; and Wholesale Trade.**

Coverage: The information on collective bargaining settlements and negotiations applies to unionized bargaining units of all sizes in Alberta. There are 1,455 collective bargaining agreements (CBAs) for 386,277 employees being monitored. A total of 88.6% of the CBAs and 82.5% of the unionized workforce are covered under the *Labour Relations Code*. The remaining CBAs filed with the department are covered by other Alberta legislation including the *Public Service Employee Relations Act, the Post-Secondary Learning Act* and the *Police Officers Collective Bargaining Act*. There are also some CBAs under the *Canada Labour Code* for Alberta employees being filed with Alberta Employment and Immigration

MPG Rate: The wage rate of the Most Populous Group (MPG) or most representative job classification in each agreement is used in all calculations.

Number of Employees: The employee count may change over the term of the CBA. The number of employees covered by an agreement is based on the number of employees reported at the time a CBA is filed with Alberta Employment and Immigration. The number of employees is updated if more current information is provided during the term of the CBA.

Settlement Data: Data presented by this publication reflects settlements **ratified** during a **given time period**. Settlement data is based on the percentage change over the term of the agreement, including any retroactive changes. **Settlement data does not reflect actual wage increases or decreases**.

Weighted Average Duration: The duration of each settlement is weighted by the number of employees covered by the agreement, and the average is calculated in months, for the settlement period.

Weighted Average Annual Compound Per Cent Change: This figure is calculated by: (1) deriving the average annual compound increase or decrease for the duration of each agreement for the MPG rate; (2) weighting this figure by the number of employees covered by the agreement; and (3) averaging all agreements received in the reporting time period. The percentage change includes settled wage reopeners.

Settlement Exclusions: Settlements not included in the weighted average annual (total) percent change calculations are those where: payment is based on a piece rate or mileage system, hours of work vary (eg. university and colleges faculty agreements), no previous agreement exists (eg. first agreements), MPG rate is probationary, supervisory or part time, no comparable job classifications can be found due to major changes in the wage schedule grid, or incomplete settlement data is obtained.

Data Revision: Settlement data are subject to revision each month as estimates (verbal information) are updated to actual collective agreements filed. The Alberta settlements for 2007, 2008 and 2009 year-to-date have been revised as of October 2, 2009.

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